

DEPARTMENT OF AGRICULTURE, TRADE AND CONSUMER PROTECTION
LABOR/MANAGEMENT LOCAL AGREEMENT

Overtime Administration

The Department of Agriculture, Trade and Consumer Protection and Local 333 of the Wisconsin State Employees Union (WSEU – Security and Public Safety bargaining unit) mutually agree to the following process and procedures as they pertain to overtime administration in the Division of Food Safety. This local agreement is authorized under Article XI—Miscellaneous, Section 2 –Union-Management meetings of the 2007-2009 negotiated agreement and amends Article VI, Section 2, paras. 5-7 of the master agreement.

The employees covered by this agreement have a work schedule that is considered self-scheduling and as such are expected to keep their hours of work to 40 hours per week, Monday through Friday. There may be times, however, when overtime will occur. This local agreement outlines the process to be used in distributing overtime. The attached letter also identifies situations that may create an overtime situation.

Scheduling of Overtime

The definitions of "scheduled overtime" and "unscheduled overtime" as referenced in this agreement are as defined in 6/2/8 and 6/2/8A of the master agreement as follows:

6/2/8 - Scheduled overtime work is defined as any overtime work which the Employer knew would be necessary twenty four (24) hours or more in advance of the overtime work.

6/2/8A - Unscheduled overtime work is defined as any overtime work for which the need is known less than twenty four (24) hours in advance of the work.

For the purpose of this agreement, work unit as used in 6/2/5 will be defined as supervisory district. Whenever scheduled overtime work is required, and whenever practicable, the supervisor will assign such overtime in accordance with the following provisions:

1. Overtime will be offered within the designated supervisory district where the overtime occurs, based on a seniority (most to least) rotating basis.
2. If the overtime is turned down by everyone in the designated supervisory district, the supervisor shall then assign the overtime to the least senior person in the supervisory district.

On a quarterly basis the union will be furnished with a list of employees, by seniority, in each supervisory district that will be used when assigning scheduled overtime.

This agreement fully implements the overtime pilot and is acknowledged as a Local Agreement starting the first pay period following management's receipt of the signed proposal by the union representatives identified below. The local agreement will remain in effect for the duration of the June 7, 2008 – June 30, 2009 agreement, including any contract extensions. At the time of review, modifications may be negotiated for the policy.

For Management:

Steve Ingham 3/6/09
Steve Ingham Date
Administrator
Division of Food Safety

Susan Buroker 3-6-09
Susan Buroker Date
Division Administrator &
Acting Human Resources Director
(Appointing Authority)

For the Union:

David Schultz 3/6/09
David Schultz Date
President – Local 333

Marty Kehren 3/6/09
Marty Kehren Date
Secretary Treasurer – Local 333

Gary Lonzo 3/16/09
Gary Lonzo Date
Field Representative
AFSCME Council 24
Wisconsin State Employees Union